

Memorandum of Agreement

Montana Veteran's Home
and
Montana Nurses Association

The parties agree the following pay differentials are effective for the term of this agreement:

- Second Shift - \$0.50 (fifty cents) per hour
- Third Shift -\$1.00 (one dollar) per hour
- Charge Nurse \$1.75 (one dollar and seventy-five cents) per hour

EXECUTED AND ENTERED into this 25th day of Sept 2012

FOR: Montana Veteran's Home

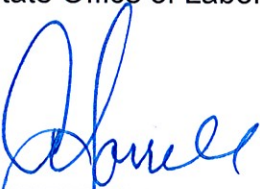
FOR: Montana Nurses Association



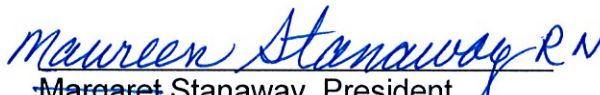
Paula Stoll, Chief
State Office of Labor Relations



Bill Smith, Labor Relations Specialist
Montana Nurses Association



Anna Whiting Sorrell, Director
Department of Public Health and
Human Services



Margaret Stanaway, President
Montana Veterans Home Nurses
Association



Joren Underdahl, Administrator
Montana Veterans Home